

Exhibit
E

COMMON WAGE

CITY
Carmel

County: Hamilton

STATE: INDIANA

We, the undersigned Committee, appointed, pursuant to I.C. 5-16-7-1, do fix, and determine the common wage scales to apply on the following project:

See Exhibit A

FOR THE CLASSIFICATIONS OF LABOR AS FOLLOWS:

TRADE	CLASS	HOURLY	FRINGE
ASBESTOS WORKER	SKILLED	\$25.20	\$8.80
	SEMI-SKILLED	\$25.20	\$8.80
	UNSKILLED	\$25.20	\$8.80
BOILERMAKER	SKILLED	\$27.25	\$11.20
	SEMI-SKILLED	\$27.25	\$11.20
	UNSKILLED	\$27.25	\$11.20
BRICKLAYER	SKILLED	\$26.20	\$6.71
	SEMI-SKILLED	\$26.20	\$6.71
	UNSKILLED	\$26.20	\$6.71
CARPENTER	SKILLED	\$24.88	\$7.46
	SEMI-SKILLED	\$24.88	\$7.46
	UNSKILLED	\$24.88	\$7.46
CARPET LAYER	SKILLED	\$22.85	\$7.02
	SEMI-SKILLED	\$22.85	\$7.02
	UNSKILLED	\$22.85	\$7.02
CEMENT MASON	SKILLED	\$21.00	\$8.05
	SEMI-SKILLED	\$21.00	\$8.05
	UNSKILLED	\$21.00	\$8.05
CHEMICAL WORKER	SKILLED	\$19.97	\$3.40
	SEMI-SKILLED	\$19.97	\$3.40
	UNSKILLED	\$19.97	\$3.40

20040425V
41521
454V
452V
461V
20040431V
427V
428V
429V
430V
432V
433V
434V
435V
436V
437V
438V
439V
440V
441V
442V
443V
444V
445V
20040431V
446V
447V
448V
449V
450V
451V
452V
453V
454V
455V
456V
457V
458V
459V
460V

<u>TRADE</u>	<u>CLASS</u>	<u>HOURLY</u>	<u>FRINGE</u>	
DRYWALL INSTALLER (SAME AS CARPENTER RATE)	SKILLED			
	SEMI-SKILLED			
	UNSKILLED			
DYNAMITE MEN	SKILLED	\$19.63	\$4.90	
	SEMI-SKILLED	\$19.63	\$4.90	
	UNSKILLED	\$19.63	\$4.90	
ELECTRICAL WORKER	SKILLED	\$28.10	\$9.23	
	SEMI-SKILLED	\$28.10	\$9.23	
	UNSKILLED	\$28.10	\$9.23	
ELEVATOR CONSTRUCTOR	SKILLED	\$29.15	\$12.87	
	SEMI-SKILLED	\$29.15	\$12.87	
	UNSKILLED	\$29.15	\$12.87	
GLAZIERS	SKILLED	\$23.43	\$6.58	
	SEMI-SKILLED	\$23.43	\$6.58	
	UNSKILLED	\$23.43	\$6.58	
HOD CARRIERS	SKILLED	\$18.93	\$4.90	
	SEMI-SKILLED	SAME	SAME	
	UNSKILLED	SAME	SAME	
IRON WORKERS	SKILLED	\$23.60	\$11.69	
	SEMI-SKILLED	\$23.60	\$11.69	
	UNSKILLED	\$23.60	\$11.69	
LABORERS	SKILLED	\$20.43	\$5.85	
	SEMI-SKILLED	\$20.43	\$5.85	
	UNSKILLED	\$20.43	\$5.85	
MILLWRIGHTS	SKILLED	\$22.43	\$9.34	
	SEMI-SKILLED	\$22.43	\$9.34	
	UNSKILLED	\$22.43	\$9.34	
MORTAR MIXERS	SKILLED	\$18.93	\$4.90	
	SEMI-SKILLED	\$18.93	\$4.90	
	UNSKILLED	\$18.93	\$4.90	

<u>TRADE</u>	<u>CLASS</u>	<u>HOURLY</u>	<u>FRINGE</u>	
OPERATING ENGINEERS GROUP I	SKILLED	\$23.95	\$8.54	
	SEMI-SKILLED	\$23.95	\$8.54	
	UNSKILLED	\$23.95	\$8.54	
OPERATING ENGINEERS GROUP II	SKILLED	\$23.00	\$8.54	
	SEMI-SKILLED	\$23.00	\$8.54	
	UNSKILLED	\$23.00	\$8.54	
OPERATING ENGINEERS GROUP III	SKILLED	\$20.00	\$8.54	
	SEMI-SKILLED	\$20.00	\$8.54	
	UNSKILLED	\$20.00	\$8.54	
OPERATING ENGINEERS GROUP IV	SKILLED	\$16.60	\$8.54	
	SEMI-SKILLED	\$16.60	\$8.54	
	UNSKILLED	\$16.60	\$8.54	
PAINTERS (BRUSH-ROLL)	SKILLED	\$20.74	\$7.91	
	SEMI-SKILLED	\$20.74	\$7.91	
	UNSKILLED	\$20.74	\$7.91	
PAINTERS (SPRAY)	SKILLED	\$21.74	\$7.91	
	SEMI-SKILLED	\$21.74	\$7.91	
	UNSKILLED	\$21.74	\$7.91	
PILEDRIVERS	SKILLED	\$24.88	\$7.46	
	SEMI-SKILLED	\$24.88	\$7.46	
	UNSKILLED	\$24.88	\$7.46	
PLASTERERS	SKILLED	\$22.80	\$8.10	
	SEMI-SKILLED	\$22.80	\$8.10	
	UNSKILLED	\$22.80	\$8.10	
PLUMBERS & STEAMFITTERS	SKILLED	\$27.50	\$10.12	
	SEMI-SKILLED	\$27.50	\$10.12	
	UNSKILLED	\$27.50	\$10.12	

<u>TRADE</u>	<u>CLASS</u>	<u>HOURLY</u>	<u>FRINGE</u>	
POINTER/CALKER/CLEANER	SKILLED	<u>\$26.20</u>	<u>\$6.71</u>	<u> </u>
	SEMI-SKILLED	<u>\$26.20</u>	<u>\$6.71</u>	<u> </u>
	UNSKILLED	<u>\$26.20</u>	<u>\$6.71</u>	<u> </u>
ROOFERS	SKILLED	<u>\$21.36</u>	<u>\$6.75</u>	<u> </u>
	SEMI-SKILLED	<u>\$21.36</u>	<u>\$6.75</u>	<u> </u>
	UNSKILLED	<u>\$21.36</u>	<u>\$6.75</u>	<u> </u>
SHEET METAL WORKER	SKILLED	<u>\$25.73</u>	<u>\$12.30</u>	<u> </u>
	SEMI-SKILLED	<u>\$25.73</u>	<u>\$12.30</u>	<u> </u>
	UNSKILLED	<u>\$25.73</u>	<u>\$12.30</u>	<u> </u>
SOUND & COMMUNICATION	SKILLED	<u>\$21.80</u>	<u>\$8.05</u>	<u> </u>
	SEMI-SKILLED	<u>\$21.80</u>	<u>\$8.05</u>	<u> </u>
	UNSKILLED	<u>\$21.80</u>	<u>\$8.05</u>	<u> </u>
SPRINKLER FITTERS	SKILLED	<u>\$27.59</u>	<u>\$7.90</u>	<u> </u>
	SEMI-SKILLED	<u>\$27.59</u>	<u>\$7.90</u>	<u> </u>
	UNSKILLED	<u>\$27.59</u>	<u>\$7.90</u>	<u> </u>
STONE MASON	SKILLED	<u>\$26.20</u>	<u>\$6.71</u>	<u> </u>
	SEMI-SKILLED	<u>\$26.20</u>	<u>\$6.71</u>	<u> </u>
	UNSKILLED	<u>\$26.20</u>	<u>\$6.71</u>	<u> </u>
TECHNICAL ENGINEERS (INSTRUMENT)	SKILLED	<u>\$23.98</u>	<u>\$6.29</u>	<u> </u>
	SEMI-SKILLED	<u>\$23.98</u>	<u>\$6.29</u>	<u> </u>
	UNSKILLED	<u>\$23.98</u>	<u>\$6.29</u>	<u> </u>
TECHNICAL ENGINEERS (RODMAN/CHAINMAN)	SKILLED	<u>\$18.63</u>	<u>\$4.90</u>	<u> </u>
	SEMI-SKILLED	<u>\$18.63</u>	<u>\$4.90</u>	<u> </u>
	UNSKILLED	<u>\$18.63</u>	<u>\$4.90</u>	<u> </u>
TERRAZZO MECHANIC	SKILLED	<u>\$26.78</u>	<u>\$6.97</u>	<u> </u>
	SEMI-SKILLED	<u>\$26.78</u>	<u>\$6.97</u>	<u> </u>
	UNSKILLED	<u>\$26.78</u>	<u>\$6.97</u>	<u> </u>
TILE AND MARBLE SETTERS	SKILLED	<u>\$26.63</u>	<u>\$6.52</u>	<u> </u>
	SEMI-SKILLED	<u>\$26.63</u>	<u>\$6.52</u>	<u> </u>

<u>TRADE</u>	<u>CLASS</u>	<u>HOURLY</u>	<u>FRINGE</u>	
	UNSKILLED	<u>\$26.63</u>	<u>\$6.52</u>	<u> </u>
TILE AND MARBLE FINISHERS	SKILLED	<u>\$17.92</u>	<u>\$4.20</u>	<u> </u>
	SEMI-SKILLED	<u>\$17.92</u>	<u>\$4.20</u>	<u> </u>
	UNSKILLED	<u>\$17.92</u>	<u>\$4.20</u>	<u> </u>
TERRAZZO FINISHERS	SKILLED	<u>\$19.84</u>	<u>\$4.20</u>	<u> </u>
	SEMI-SKILLED	<u>\$19.84</u>	<u>\$4.20</u>	<u> </u>
	UNSKILLED	<u>\$19.84</u>	<u>\$4.20</u>	<u> </u>
TRUCK DRIVERS 3 TONS & OVER	SKILLED	<u>\$19.85</u>	<u>\$6.25</u>	<u> </u>
	SEMI-SKILLED	<u>\$19.85</u>	<u>\$6.25</u>	<u> </u>
	UNSKILLED	<u>\$19.85</u>	<u>\$6.25</u>	<u> </u>
TRUCK DRIVERS - TANDOM (OVER 15 TON SINGLE)	SKILLED	<u>\$19.90</u>	<u>\$6.25</u>	<u> </u>
	SEMI-SKILLED	<u>\$19.90</u>	<u>\$6.25</u>	<u> </u>
	UNSKILLED	<u>\$19.90</u>	<u>\$6.25</u>	<u> </u>
TRUCK DRIVERS TRI-AXLE TRUCK	SKILLED	<u>\$20.05</u>	<u>\$6.25</u>	<u> </u>
	SEMI-SKILLED	<u>\$20.05</u>	<u>\$6.25</u>	<u> </u>
	UNSKILLED	<u>\$20.05</u>	<u>\$6.25</u>	<u> </u>
TRUCK DRIVERS SEMI LOW-BOY (SINGLE AXLE)	SKILLED	<u>\$19.49</u>	<u>\$6.25</u>	<u> </u>
	SEMI-SKILLED	<u>\$19.49</u>	<u>\$6.25</u>	<u> </u>
	UNSKILLED	<u>\$19.49</u>	<u>\$6.25</u>	<u> </u>
TRUCK DRIVERS SEMI LOW-BOY (TANDEM)	SKILLED	<u>\$20.05</u>	<u>\$6.25</u>	<u> </u>
	SEMI-SKILLED	<u>\$20.05</u>	<u>\$6.25</u>	<u> </u>
	UNSKILLED	<u>\$20.05</u>	<u>\$6.25</u>	<u> </u>
TRUCK MECHANIC	SKILLED	<u>\$19.56</u>	<u>\$6.25</u>	<u> </u>
	SEMI-SKILLED	<u>\$19.56</u>	<u>\$6.25</u>	<u> </u>
	UNSKILLED	<u>\$19.56</u>	<u>\$6.25</u>	<u> </u>
WAREHOUSEMEN	SKILLED	<u>\$19.90</u>	<u>\$6.25</u>	<u> </u>
	SEMI-SKILLED	<u>\$19.90</u>	<u>\$6.25</u>	<u> </u>
	UNSKILLED	<u>\$19.90</u>	<u>\$6.25</u>	<u> </u>

TRADE

CLASS

HOURLY


FRINGE

Dated this 19th Day of February 2004

COMMON WAGE COMMITTEE:



Representing the Owner Appointee
County Resident Taxpayer

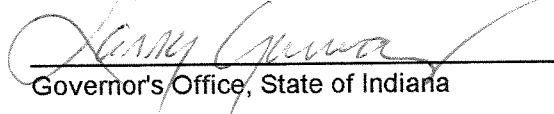


County Resident Taxpayer
Legislative Body Appointee



Federation of Labor
Representing the State of Indiana

Industry Representative
Awarding Agency Appointee



Governor's Office, State of Indiana

ALL APPRENTICE As approved by the U.S. Department of Labor Bureau of
Apprentice Training

The wage rate under column Total Hourly Wage Rate as set forth by this committee are the minimum wage rates to be paid and shall not prevent the employer from paying a higher rate. However the Hourly Rate column plus the other Hourly Compensation column must equal the total hourly wage rate column.

The rates are established on the date signed, however if the project is not awarded within one hundred eighty (180) days a new updated wage rate shall be required.

Stipulation as the employment of apprentices: Apprentices will be permitted to work for less than the predetermined rate for the classification of work they perform when they are employed pursuant to an individual registered in a bona fide apprenticeship program registered with the U.S. Department of Labor Bureau of Apprenticeship and Training. Their wage rate shall be their warranted percentage of the here in listed skilled classification common wage rate. Apprentices shall be permitted to work only as the ratio to journeymen in the apprenticeship in the apprentice program standard state.

The absence of a wage determination for the classes of Semi-skilled and Unskilled workers in a particular classification is the result of the committee's determination that the prevailing practice in the locally is not to use Semi-Skilled or Unskilled workers in that classification on construction sites.

EXHIBIT A
CITY OF CARMEL COMMON CONSTRUCTION WAGE HEARING
FEBRUARY 19, 2004

Engineering Department Projects

Gray Road Vertical Alignment Improvements

20040425

- Improvements near Woodfield Drive and also near Kingswood Drive— removal of crest in road profile elevation to increase safety and visibility for Gray Road and subdivision entrances of Woodfield Drive (near 140th block of Gray Road) and Kingswood Drive (near 110th block of Gray Road).

136th Street & Gray Road Intersection Improvement

20040426

- This project involves design and installation of a traffic signal at this "T" intersection or, as an alternate, the installation of a single lane roundabout. Includes design, construction and inspection. This intersection has already had a Signal Warrant Analysis, and a signal is warranted

131st Street & Springmill Road Roundabout

20040427

- Construction of new roundabout at the intersection of 131st Street and Springmill Road. Project will include removal of existing pavement and reconstruction of entering roads to proposed circular roundabout, with multi-use paths and/or sidewalks along outside perimeter, curbs/storm sewers/drainage facilities and a grassed middle within the roundabout. The project will also include the relocation of any existing utilities to accommodate roundabout. The roundabout will be centered approximately on the existing center of this intersection.

136th Street & Springmill Road Roundabout

20040428

- Construction of new roundabout at the intersection of 136th Street and Springmill Road. Project will include removal of existing pavement and reconstruction of entering roads to proposed circular roundabout, with multi-use paths and/or sidewalks along outside perimeter, curbs/storm sewers/drainage facilities and a grassed middle within the roundabout. The project will also include the relocation of any existing utilities to accommodate roundabout. The roundabout will be centered approximately on the existing center of this intersection.

Guilford Road & Carmel Drive Signal and Intersection improvements

20040429

- This project involves traffic signal replacement, adjustments to intersection alignment, and the addition of pedestrian crossings. Includes design, construction and inspection of this intersection improvement.

AAA Way & Merchants Square West Drive Intersection Improvements

20040430

- This project involves adjustments to intersection alignment, and the addition of pedestrian crossings. Includes design, construction and inspection of this intersection improvement.